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The Bureau of Economic and Behavioral Research

The 1988 Survey of Dental Practice

Employment of Dental Practice Personnel

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EMPLOYMENT OF DENTAL PRACTICE PERSONNEL
FOR THE YEAR 1987

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HIGHLIGHTS

* Most (96.5%) independent dentists employed at least some dental practice personnel on a full- or part-time basis; 55.1% employed at least one dental hygienist (full- or part-time); 91.2% employed at least one chairside assistant (full- or part-time); 84.3% employed at least one secretary (full- or part-time); 9.2% employed at least one dental laboratory technician (full- or part-time); and 21.6% employed at least one bookkeeper (full- or part-time).

* Among independent dentists who employed dental hygienists, the average number of dental hygienists (full- or part-time) per dentist ranged from 1.27 for independent general practitioners to 1.71 for solo specialists. Among dentists employing chairside assistants, the average number of chairside assistants (full- or part-time) per dentist ranged from 1.43 for solo general practitioners to 2.11 for independent specialists.

* Among independent dentists, 32.3% employed at least one full-time dental hygienist and 33.7% employed at least one hygienist on a part-time basis. Over eighty percent of independent dentists (81.6%) employed at least one full-time chairside assistant, and 33.1% employed at least one on a part-time basis. Three quarters (75.4%) employed at least one full-time secretary, and 21.5% employed at least one part-time secretary. Only 6.5% employed at least one full-time dental laboratory technician, and fewer (3.8%) employed at least one part-time technician.

* There are some differences in the employment practices of independent general practitioners and independent specialists. Among the general practitioners, 36.3% employed at least one full-time dental hygienist, while only 16.9% of independent specialists did. Half (50.6%) of the general practitioners employed one full-time assistant (with only 29.9% employing more than one assistant), while over half of the specialists (56.3%) employed two or more full-time assistants (with only 29.6% employing one assistant). A greater percentage of specialists (14.1%) than general practitioners (4.6%) employed at least one full-time laboratory technician. Employment patterns for secretaries and bookkeepers or business personnel were similar for specialists and general practitioners.

INTRODUCTION

This report summarizes descriptive statistics drawn from data provided by independent dentists in private practice in the year 1987. The data was gathered in the 1988 Survey of Dental Practice and is analyzed for independent and solo dentists.

Results are presented separately for dental hygienists, chairside assistants, secretaries and receptionists, dental laboratory technicians, bookkeepers and business personnel, and all staff combined. The "all staff" category consists of all members of the above categories but does not include dentists employed by the practice.

For each employee group, the information provided includes: percentage of dentists employing staff (full- or part-time), length of employment and prior experience of that staff, weekly and hourly salary figures, and mean number of personnel per dentist. In addition, the hygienist section includes information regarding the number of patients treated by hygienists, and the chairside assistant section includes data on the percentages of assistants who were trained in formal programs. Summarized in the text section are figures regarding employment opportunities for chairside assistants and hygienists as well as average starting salaries paid to these personnel. Where there were too few responses to allow for reliable statistical analysis (less than thirty respondents), information was not provided. Detailed tables present figures for independent general practitioners and specialists separately, as well as an overall weighted average.

I. INDEPENDENT DENTISTS

Most independent dentists (96.5%) employed some full- or part-time staff. Somewhat more than half (55.2%) had one to four employees, and 41.3% employed five or more staff members.

Fewer dentists (89.4%) employed at least one full-time staff member. Over one-quarter (30.0%) of independent dentists employed four or more full-time staff members. Almost twice as many (59.4%) employed one to three full-time personnel. About one-quarter of independent dentists (25.3%) employed one part-time employee, while 33.7% employed no part-time personnel. The average number of personnel (full- or part-time) per dentist among dentists who employed personnel was 3.59.

DENTAL HYGIENISTS

Over half (55.1%) of the independent dentists employed at least one full- or part-time dental hygienist. More independent general practitioners than independent specialists employed dental hygienists on a full- or part-time basis. Almost two-thirds (62.6%) of general practitioners employed at least one hygienist, while only 25.4% of specialists employed any hygienists.

Approximately the same percentage of dentists employed part-time dental hygienists as employed full-time dental hygienists. Overall, 32.3% of the independent dentists employed at least one full-time dental hygienist and 33.7% employed at least one part-time hygienist. However, more general practitioners than specialists employed full-time hygienists: 36.3% of independent general practitioners employed at least one full-time dental hygienist, and 16.9% of independent specialists employed full-time hygienists. Figures are similar for the employment of part-time hygienists: 38.7% of independent general practitioners employed at least one part-time dental hygienist, while only 14.1% of the independent specialists employed part-time dental hygienists.

Among all independent dentists, the number of full- or part-time dental hygienists per dentist was 0.71. The number of full-time dental hygienists per dentist was 0.30, while the average number of part-time dental hygienists per dentist was 0.41.

Among independent dentists employing dental hygienists, the average number of full- or part-time dental hygienists per dentist was 1.29. This average is slightly lower for full-time dental hygienists, 0.93, while the average number of part-time dental hygienists per dentist was 1.22.

The average number of patients treated per week by dental hygienists was 40.0. This figure was lower for solo dentist practices (33.7), but in practices with three or more dentists, the average weekly number of patients treated by hygienists increased to 69.0.

The mean length of dental hygienists' employment in their current practice was 4.90 years. Dental hygienists' mean length of experience prior to employment in the current practice was 4.99 years. Dental hygienists employed by general practitioners tended to have more prior experience than did the hygienists employed by specialists (5.10 years vs. 3.86 years).

The average weekly salary for a full-time (32 or more hours per week) dental hygienist was $472.14. Dental hygienists in solo dentist practices earned, on average, 7.9% less than those employed in a practice with three or more dentists. The overall mean hourly dental hygienist salary (full- or part-time) was $14.76.

CHAIRSIDE ASSISTANTS

Most independent dentists (91.2%) reported employing one or more full- or part-time chairside assistant. The percentage was lower for independent general practitioners (90.4%) than for independent specialists (94.4%). On the average, independent specialists employed more chairside assistants than general practitioners (1.99 chairside assistants per specialist versus 1.30 chairside assistants per general practitioner).

Over eighty percent (81.6%) of all independent dentists employed full-time chairside assistants. Among independent specialists, the percentage was 85.9%, and for general practitioners, 80.5%. Approximately one-third (33.1%) of all independent dentists employed part-time chairside assistants.

Independent dentists reported an average of 1.44 full- or part-time chairside assistants per dentist. The average number of full-time chairside assistants per dentist was 1.05, while the average number of part-time chairside assistants was 0.39.

Among dentists who employed chairside assistants, there was an average of 1.58 full- or part-time chairside assistants per dentist. The average declined to 1.28 for the number of full-time chairside assistants per dentist and to 1.19 for the number of part-time assistants per dentist.

Among those independent dentists who employed chairside assistants, the average number of assistants who had received formal training was 1.73. This number was slightly higher for independent specialists (2.14) and slightly lower for independent general practitioners (1.57). Among independent dentists employing assistants, one-third (33.5%) employed no assistants who had received formal training, 15.0% employed one, 24.7% employed two, and 26.8% employed three or more assistants who had received formal training.

SECRETARIES AND RECEPTIONISTS

Over eighty percent (84.3%) of independent dentists employed at least one secretary or receptionist. A higher proportion of specialists employed full- or part-time secretaries than did general practitioners (93.4% versus 82.0%). Many more independent dentists employed full-time secretaries (75.4%) than employed part-time secretaries (21.5%).

Among all dentists, the mean number of full-time secretaries per dentist was 0.73. The average number of part-time secretaries per dentist was 0.22. However, among only those dentists who employed secretaries, the mean number of full-time secretaries per dentist (0.97) was found to be almost the same as the number of part-time secretaries per dentist (1.00).

The average weekly salary of a full-time secretary or receptionist was $313.84. On an hourly basis, the average salary for a full- or part-time secretary was $8.39. The mean length of a secretary's employment in the current practice was 5.12 years; average prior experience was 3.61 years.

DENTAL LABORATORY TECHNICIANS

Among independent dentists, 90.8% reported employing no full- or part-time dental laboratory technicians. The percentage was slightly higher for independent general practitioners (93.8%) and lower for independent specialists (78.6%). Only 6.5% of independent dentists reported employing full-time laboratory technicians, and only 3.8% employed part-time technicians.

The mean number of full- or part-time dental laboratory technicians per dentist was 0.09. The mean number of full- or part-time laboratory technicians among dentists employing them was 0.96.

The average technician employed by an independent dentist had 6.07 years of experience in the current practice and 5.34 years of prior experience. The average weekly salary paid to a full-time dental technician was $389.89. The average hourly salary, on a full- or part-time basis, was $10.29.

BOOKKEEPERS AND BUSINESS PERSONNEL

Over two-thirds of independent dentists (68.4%) did not employ bookkeepers. Only 15.6% employed any full-time bookkeepers or business personnel and 17.9% employed part-time bookkeepers or business personnel. Among all independent dentists, the average number of full- or part-time bookkeepers per dentist was 0.28. Among dentists employing bookkeepers, the average was 0.87 bookkeepers per dentist.

The average bookkeeper employed by an independent dentist had 7.08 years of experience in the current practice 4.98 years of prior experience. The mean weekly bookkeeper salary on a full-time basis was $370.56. The mean hourly salary on a full- or part-time basis was $10.97.

EMPLOYMENT OPPORTUNITIES IN THE PRIVATE PRACTICE

One quarter (24.4%) of independent dentists reported open positions for dental hygienists that were filled in 1987, and 8.8% reported open positions that were left unfilled. Similarly, 39.2% of independent dentists had open positions for chairside assistants that were filled in 1987, and only 6.3% had positions that were left unfilled. The mean salary for a hygienist with no prior experience was $12.91 an hour; for a chairside assistant with no experience, this figure was $6.27 an hour. Among

independent dentists having at least one open hygienist position in 1987, the average number of weeks the position was open was 9.07. Among independent dentists with at least one open chairside assistant position, the average number of weeks the position was open was 3.72.

Just over one quarter (26.0%) of independent GPs reported that they had at least one open position for a dental hygienist that was filled in 1987, and 9.8% reported at least one position left unfilled. These GPs would have paid $12.92 an hour as starting salary for a hygienist with no prior experience. For general practitioners with open hygienist positions, the average number of weeks the position was open was 9.44.

Among independent specialists, 43.8% reported open positions for hygienists that were filled in 1987, and only 3.7% reported open positions that were left unfilled. Among those who had open positions, the average number of weeks the position was open was 5.37. An independent specialist would have paid an average of $12.76 to a starting hygienist with no prior experience.

Of the independent general practitioners in the sample, 37.9% reported having open positions for chairside assistants that were filled in 1987 and 5.8% reported open positions for assistants that were left unfilled. The independent general practitioners in the sample would have paid an average hourly salary of $6.19 to a chairside assistant with no prior experience.

Independent specialists would have paid an average of $6.60 an hour to a chairside assistant with no prior experience. A slightly higher percentage of specialists reported filling open chairside assistant positions (43.8%) than did general practitioners (37.9%), and a slightly higher percentage of specialists reported unfilled chairside assistant positions (8.5%) than did general practitioners (5.8%). For independent GPs with open chairside assistant positions, the average number of weeks the position was open was 3.82; for independent specialists, this figure was 3.41 weeks.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
ALL STAFF

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF EMPLOYEES						
NO EMPLOYEES	53	4.0	4	1.2	57	3.5
1 EMPLOYEE	122	9.2	13	3.8	135	8.1
2 EMPLOYEES	195	14.7	41	12.1	235	14.1
3 EMPLOYEES	222	16.8	50	14.9	272	16.4
4 EMPLOYEES	230	17.3	47	13.9	277	16.6
5 EMPLOYEES	175	13.2	44	13.0	219	13.2
6 EMPLOYEES	105	7.9	38	11.3	143	8.6
7 OR MORE EMPLOYEES	224	16.9	100	29.8	325	19.5
ALL	1326	100.0	336	100.0	1663	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
ALL STAFF

PERCENT OF DENTISTS EMPLOYING FULL-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME EMPLOYEES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO EMPLOYEES	155	11.6	21	6.4	176	10.6
1 EMPLOYEE	206	15.5	35	10.4	241	14.4
2 EMPLOYEES	361	27.1	64	18.8	425	25.4
3 EMPLOYEES	259	19.4	68	20.2	327	19.6
4 EMPLOYEES	131	9.9	41	12.2	173	10.4
5 EMPLOYEES	89	6.7	34	10.1	123	7.4
6 EMPLOYEES	47	3.5	20	5.9	67	4.0
7 OR MORE EMPLOYEES	83	6.3	54	16.0	137	8.2
ALL	1332	100.0	338	100.0	1670	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL — INDEPENDENT DENTISTS
ALL STAFF

PERCENT OF DENTISTS EMPLOYING PART-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME EMPLOYEES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO EMPLOYEES	450	33.9	111	33.1	561	33.7
1 EMPLOYEE	336	25.3	86	25.5	421	25.3
2 EMPLOYEES	254	19.1	62	18.4	316	19.0
3 EMPLOYEES	136	10.2	[illegible]	10.2	170	10.2
4 EMPLOYEES	67	5.1	22	6.6	90	5.4
5 EMPLOYEES	44	3.3	10	3.1	54	3.3
6 EMPLOYEES	24	1.8	4	1.2	27	1.7
7 OR MORE EMPLOYEES	18	1.4	6	1.9	25	1.5
ALL	1328	100.0	336	100.0	1665	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
ALL STAFF

MEAN PERSONNEL PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
FULL- OR PART-TIME PERSONNEL PER DENTIST	3.31	1241	4.06	423	3.46	1664
FULL-TIME PERSONNEL PER DENTIST	2.11	1246	2.83	425	2.26	1671
PART-TIME PERSONNEL PER DENTIST	1.20	1243	1.24	423	1.20	1666

MEAN PERSONNEL PER DENTIST AMONG DENTISTS WITH EMPLOYEES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
FULL- OR PART-TIME PERSONNEL PER DENTIST	3.45	1191	4.11	418	3.59	1609
FULL-TIME PERSONNEL PER DENTIST	2.39	1101	3.02	398	2.52	1499
PART-TIME PERSONNEL PER DENTIST	1.81	822	1.85	283	1.82	1105

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	499	37.4	253	74.6	752	44.9
1 HYGIENIST	467	35.0	40	11.7	507	30.3
2 HYGIENISTS	246	18.4	23	6.8	269	16.1
3 OR MORE HYGIENISTS	123	9.2	23	6.8	146	8.7
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	851	63.7	282	83.1	1132	67.7
1 HYGIENIST	393	29.5	35	10.3	428	25.6
2 HYGIENISTS	71	5.3	14	4.0	84	5.0
3 OR MORE HYGIENISTS	20	1.5	9	2.6	29	1.7
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	819	61.3	291	85.9	1110	66.3
1 HYGIENIST	330	24.7	27	8.0	357	21.3
2 HYGIENISTS	118	8.8	11	3.3	129	7.7
3 OR MORE HYGIENISTS	68	5.1	10	2.8	78	4.7
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

MEAN HYGIENISTS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME HYGIENISTS PER DENTIST	0.80	1249	0.37	426	0.71	1675
FULL-TIME HYGIENISTS PER DENTIST	0.33	1249	0.19	426	0.30	1675
PART-TIME HYGIENISTS PER DENTIST	0.47	1249	0.18	426	0.41	1675

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN HYGIENISTS PER DENTIST AMONG DENTISTS EMPLOYING HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME HYGIENISTS PER DENTIST	1.27	782	1.47	108	1.29	890
FULL-TIME HYGIENISTS PER DENTIST	0.91	453	1.15	72	0.93	525
PART-TIME HYGIENISTS PER DENTIST	1.21	483	1.26	60	1.22	543

MEAN NUMBER OF PATIENTS TREATED BY HYGIENIST PER WEEK

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	PATIENTS TREATED PER WEEK		PATIENTS TREATED PER WEEK		PATIENTS TREATED PER WEEK	
	MEAN	N	MEAN	N	MEAN	N
TOTAL DENTISTS						
1 DENTIST	33.1	517	42.0	53	33.7	570
2 DENTISTS	45.3	153	46.8	25	45.4	178
3 OR MORE DENTISTS	66.7	78	87.5	13	69.0	91
ALL - WEIGHTED	39.1	748	49.8	91	40.0	839

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

HYGIENIST MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	4.83	1049	5.57	146	4.90	1195
PRIOR EXPERIENCE	5.10	1028	3.86	132	4.99	1160

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY HYGIENIST SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY HYGIENIST SALARY		WEEKLY HYGIENIST SALARY		WEEKLY HYGIENIST SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	461.35	203	448.78	30	460.11	233
2 DENTISTS	469.53	88	506.95	18	474.48	106
3 OR MORE DENTISTS	505.79	76	466.18	19	499.58	95
ALL - WEIGHTED	472.52	367	469.34	67	472.14	434

MEAN HOURLY HYGIENIST SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY HYGIENIST SALARY		HOURLY HYGIENIST SALARY		HOURLY HYGIENIST SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	14.48	592	14.75	68	14.50	660
2 DENTISTS	15.36	224	15.50	37	15.38	261
3 OR MORE DENTISTS	14.98	147	13.87	28	14.85	175
ALL - WEIGHTED	14.76	963	14.77	133	14.76	1096

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF ASSISTANTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO ASSISTANTS	128	9.6	19	5.6	147	8.8
1 ASSISTANT	557	41.7	71	20.9	628	37.5
2 ASSISTANTS	402	30.1	95	28.2	497	29.7
3 OR MORE ASSISTANTS	248	18.6	154	45.3	401	24.0
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME ASSISTANTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO ASSISTANTS	260	19.5	48	14.1	307	18.4
1 ASSISTANT	675	50.6	100	29.6	776	46.3
2 ASSISTANTS	283	21.2	96	28.4	379	22.7
3 OR MORE ASSISTANTS	116	8.7	95	27.9	211	12.6
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
CHAIRSIDE ASSISTANTS

PERCENT OF DENTISTS EMPLOYING PART-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME ASSISTANTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO ASSISTANTS	914	68.5	205	60.6	1119	66.9
1 ASSISTANT	286	21.5	74	21.8	360	21.5
2 ASSISTANTS	94	7.0	39	11.5	133	7.9
3 OR MORE ASSISTANTS	41	3.0	21	6.1	61	3.7
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

MEAN CHAIRSIDE ASSISTANTS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME ASSISTANTS PER DENTIST	1.30	1249	1.99	426	1.44	1675
FULL-TIME ASSISTANTS PER DENTIST	0.95	1249	1.45	426	1.05	1675
PART-TIME ASSISTANTS PER DENTIST	0.36	1249	0.54	426	0.39	1675

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN CHAIRSIDE ASSISTANTS PER DENTIST AMONG DENTISTS EMPLOYING ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME ASSISTANTS PER DENTIST	1.44	1129	2.11	402	1.58	1531
FULL-TIME ASSISTANTS PER DENTIST	1.17	1006	1.69	366	1.28	1372
PART-TIME ASSISTANTS PER DENTIST	1.13	394	1.37	168	1.19	562

NUMBER OF FORMALLY TRAINED ASSISTANTS AMONG DENTISTS EMPLOYING ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF FORMALLY TRAINED ASSISTANTS (FULL- OR PART-TIME)						
NONE	72	32.4	32	36.4	103	33.5
ONE	38	17.2	8	9.1	46	15.0
TWO	59	26.7	17	20.0	76	24.7
THREE	36	16.4	16	18.2	52	16.9
FOUR OR MORE	16	7.3	14	16.3	31	9.9
ALL - WEIGHTED	221	100.0	87	100.0	308	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
CHAIRSIDE ASSISTANTS

ASSISTANT MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	4.34	1651	4.67	756	4.42	2407
PRIOR EXPERIENCE	2.81	1627	2.89	697	2.83	2324

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

INDEPENDENT DENTISTS
CHAIRSIDE ASSISTANTS

MEAN WEEKLY ASSISTANT SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY ASSISTANT SALARY		WEEKLY ASSISTANT SALARY		WEEKLY ASSISTANT SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	274.74	751	311.56	298	283.13	1049
2 DENTISTS	283.82	262	311.37	185	293.31	447
3 OR MORE DENTISTS	281.75	177	314.85	96	291.27	273
ALL - WEIGHTED	277.78	1190	312.05	579	286.89	1796

MEAN HOURLY ASSISTANT SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY ASSISTANT SALARY		HOURLY ASSISTANT SALARY		HOURLY ASSISTANT SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	7.39	1057	8.75	451	7.72	1508
2 DENTISTS	7.55	367	8.49	227	7.85	594
3 OR MORE DENTISTS	7.66	216	8.32	125	7.86	341
ALL - WEIGHTED	7.46	1640	8.61	803	7.77	2443

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	239	18.0	22	6.6	262	15.7
1 SECRETARY	760	57.1	186	55.1	946	56.7
2 SECRETARIES	253	19.0	90	26.6	343	20.6
3 OR MORE SECRETARIES	79	5.9	40	11.8	119	7.1
ALL - WEIGHTED	1332	100.0	338	100.0	1670	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	351	26.3	60	17.8	411	24.6
1 SECRETARY	818	61.2	200	58.9	1017	60.8
2 SECRETARIES	130	9.8	50	14.8	180	10.8
3 OR MORE SECRETARIES	36	2.7	29	8.5	65	3.9
ALL - WEIGHTED	1335	100.0	339	100.0	1674	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	1070	80.3	241	71.3	1311	78.5
1 SECRETARY	202	15.2	78	23.1	280	16.8
2 SECRETARIES	50	3.8	17	5.2	68	4.1
3 OR MORE SECRETARIES	10	0.7	2	0.5	11	0.7
ALL - WEIGHTED	1332	100.0	338	100.0	1670	100.0

MEAN SECRETARIES PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME SECRETARIES PER DENTIST	0.90	1246	1.13	425	0.95	1671
FULL-TIME SECRETARIES PER DENTIST	0.70	1249	0.86	426	0.73	1675
PART-TIME SECRETARIES PER DENTIST	0.20	1246	0.28	425	0.22	1671

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN SECRETARY PER DENTIST AMONG DENTISTS EMPLOYING SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME SECRETARIES PER DENTIST	1.10	1022	1.21	397	1.12	1419
FULL-TIME SECRETARIES PER DENTIST	0.95	919	1.04	349	0.97	1268
PART-TIME SECRETARIES PER DENTIST	1.01	245	0.97	122	1.00	367

SECRETARY MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	5.07	1078	5.31	400	5.12	1478
PRIOR EXPERIENCE	3.64	1048	3.51	373	3.61	1421

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY SECRETARY SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY SECRETARY SALARY		WEEKLY SECRETARY SALARY		WEEKLY SECRETARY SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST –	297.71	538	345.52	170	306.81	708
2 DENTISTS	321.93	177	347.61	92	329.09	269
3 OR MORE DENTISTS	311.47	104	343.11	54	320.29	158
ALL - WEIGHTED	304.69	819	345.72	316	313.84	1135

MEAN HOURLY SECRETARY SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY SECRETARY SALARY		HOURLY SECRETARY SALARY		HOURLY SECRETARY SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	8.03	714	9.25	249	8.28	963
2 DENTISTS	8.55	238	9.07	113	8.68	351
3 OR MORE DENTISTS	8.20	120	8.85	63	8.39	183
ALL - WEIGHTED	8.16	1072	9.14	425	8.39	1497

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL- OR PART-TIME TECHNICIANS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO TECHNICIANS	1253	93.8	266	78.6	1518	90.8
1 TECHNICIAN	59	4.4	54	16.0	113	6.7
2 OR MORE TECHNICIANS	24	1.8	18	5.4	42	2.5
ALL - WEIGHTED	1335	100.0	338	100.0	1673	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME TECHNICIANS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO TECHNICIANS	1274	95.4	290	85.9	1564	93.5
1 TECHNICIAN	44	3.3	41	12.0	84	5.0
2 OR MORE TECHNICIANS	17	1.3	7	2.1	24	1.5
ALL - WEIGHTED	1335	100.0	338	100.0	1673	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
PART-TIME TECHNICIANS						
NO TECHNICIANS	1304	97.7	306	90.6	1610	96.2
1 TECHNICIAN	27	2.0	27	8.0	54	3.2
2 OR MORE TECHNICIANS	4	0.3	5	1.4	9	0.5
ALL - WEIGHTED	1335	100.0	338	100.0	1673	100.0

MEAN TECHNICIANS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME TECHS PER DENTIST	0.06	1249	0.21	425	0.09	1674
FULL-TIME TECHNICIANS PER DENTIST	0.04	1249	0.12	425	0.06	1674
PART-TIME TECHNICIANS PER DENTIST	0.02	1249	0.09	425	0.03	1674

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN TECHNICIANS PER DENTIST AMONG DENTISTS EMPLOYING TECHNICIANS

	TYPE OF DENTIST				ALL - WEIGHTED	
	GENERAL PRACTITIONER		SPECIALIST			
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME TECHS PER DENTIST	0.94	77	0.99	91	0.96	168
FULL-TIME TECHNICIANS PER DENTIST	0.87	57	0.83	60	0.86	117
PART-TIME TECHNICIANS PER DENTIST	0.79	29	0.99	40	0.89	69

TECHNICIAN MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST				ALL - WEIGHTED	
	GENERAL PRACTITIONER		SPECIALIST			
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	5.62	46	6.46	71	6.07	117
PRIOR EXPERIENCE	7.42	43	3.36	61	5.34	104

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN TECHNICIAN SALARY

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
WEEKLY FULL-TIME	421.40	30	362.87	47	389.89	77
HOURLY FULL- OR PART-TIME	10.76	43	9.91	73	10.29	116

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF BOOKKEEPERS						
NO BOOKKEEPERS	940	70.7	199	59.0	1139	68.4
1 BOOKKEEPER	339	25.5	110	32.5	449	26.9
2 OR MORE BOOKKEEPERS	50	3.8	29	8.5	79	4.7
ALL - WEIGHTED	1330	100.0	337	100.0	1667	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FULL-TIME BOOKKEEPERS						
NO BOOKKEEPERS	1157	86.9	252	74.6	1410	84.4
1 BOOKKEEPER	152	11.4	69	20.5	221	13.2
2 OR MORE BOOKKEEPERS	22	1.7	17	4.9	39	2.3
ALL - WEIGHTED	1332	100.0	338	100.0	1670	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME BOOKKEEPERS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO BOOKKEEPERS	1092	82.0	278	82.5	1371	82.1
1 BOOKKEEPER	226	16.9	52	15.6	278	16.7
2 OR MORE BOOKKEEPERS	14	1.0	6	1.9	20	1.2
ALL - WEIGHTED	1332	100.0	337	100.0	1669	100.0

MEAN BOOKKEEPER PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME BOOKKEEPERS PER DENTIST	0.25	1244	0.36	424	0.28	1668
FULL-TIME BOOKKEEPERS PER DENTIST	0.10	1246	0.21	425	0.12	1671
PART-TIME BOOKKEEPERS PER DENTIST	0.15	1246	0.15	424	0.15	1670

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN BOOKKEEPER PER DENTIST AMONG DENTISTS EMPLOYING BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME BOOKKEEPERS PER DENTIST	0.87	364	0.88	174	0.87	538
FULL-TIME BOOKKEEPERS PER DENTIST	0.78	162	0.82	107	0.79	269
PART-TIME BOOKKEEPERS PER DENTIST	0.85	222	0.88	74	0.86	296

BOOKKEEPER MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	7.32	257	6.48	136	7.08	393
PRIOR EXPERIENCE	4.91	248	5.18	114	4.98	362

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY BOOKKEEPER SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY BOOKKEEPER SALARY		WEEKLY BOOKKEEPER SALARY		WEEKLY BOOKKEEPER SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	336.59	59	403.06	35	356.95	94
2 DENTISTS	360.50	22	412.68	25	384.41	47
3 OR MORE DENTISTS	354.80	35	437.57	23	381.98	58
ALL - WEIGHTED	346.62	116	415.52	83	370.56	199

MEAN HOURLY BOOKKEEPER SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY BOOKKEEPER SALARY		HOURLY BOOKKEEPER SALARY		HOURLY BOOKKEEPER SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	10.90	144	11.57	70	11.08	214
2 DENTISTS	10.77	57	11.56	44	11.06	101
3 OR MORE DENTISTS	10.15	52	11.54	28	10.55	80
ALL - WEIGHTED	10.72	253	11.56	142	10.97	395

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

II. SOLO DENTISTS

Most solo dentists (95.4%) employed some full- or part-time staff. Just under one-half (47.3%) had one to three employees, and 48.1% employed four or more staff members.

Fewer dentists (86.6%) employed full-time staff. Only 19.5% of solo dentists employed four or more full-time staff members. Just over three-quarters (67.1%) employed between one and three full-time personnel.

Slightly over one-quarter of solo dentists (26.2%) employed one part-time employee, while 38.1% employed no part-time personnel. The average number of personnel (full- or part-time) per dentist among dentists who employed personnel was 3.78.

DENTAL HYGIENISTS

Half (50.4%) of the solo dentists reported employing at least one full- or part-time dental hygienist. More general practitioners than specialists employed hygienists. Over half (56.8%) of solo general practitioners and less than one quarter (22.5%) of solo specialists employed at least one full- or part-time hygienist. This pattern held among dentists employing full-time hygienists and dentists employing part-time hygienists. In each case, more general practitioners employed hygienists than did specialists.

Among solo dentists employing hygienists, the mean number of hygienists per dentists was 1.46. These hygienists treated an average of 33.7 patients per week. Hygienists employed by solo specialists treated slightly more patients per week (42.0), and hygienists employed by solo general practitioners treated slightly fewer patients per week (33.1).

Hygienists employed by solo dentists had an average of just under five years (4.90) experience in the current practice and just over five years (5.26) prior experience. The average weekly salary paid to a full-time hygienist was $460.11 and the average hourly salary on a full- or part-time basis was $14.50.

CHAIRSIDE ASSISTANTS

Only 11.2% of all solo dentists did not employ chairside assistants. Just under one-half (45.9%) employed one assistant, and 42.9% employed two or more assistants. A higher proportion of general practitioners employed only one assistant (50.0%) than employed two or more (37.9%). Among specialists, 28.0% employed one assistant while 64.5% employed two or more assistants. Over three quarters of solo dentists employed full-time assistants (77.4%), but only 29.3% employed part-time assistants.

Among dentists employing assistants, the mean number of assistants per dentist was 1.46. The average chairside assistant had just under five years (4.56) experience in the current position and 2.91 years prior experience. The average weekly salary for a full-time hygienist was $283.13 and the average hourly salary on a full- or part-time basis was $7.72. Chairside assistants employed by solo specialists were paid a slightly higher average hourly salary ($8.75) than were assistants employed by solo general practitioners ($7.39).

Among those solo dentists who employed assistants, the mean number of assistants who had received formal training was 1.37. This number was virtually the same for solo general practitioners (1.31) and solo specialists (1.53). Among all solo dentists who employed assistants, over one-third (35.8%) employed no assistants who had received formal training, 17.3% employed one, 27.7% employed two, and 19.2% employed three or more assistants who had received formal training.

SECRETARIES AND RECEPTIONISTS

Over eighty percent of solo dentists (80.7%) employed at least one secretary or receptionist. Seventy percent (70.8%) employed at least one full-time secretary or receptionist, but only 19.3% employed any part-time secretaries or receptionists. Fewer general practitioners than specialists employed full- or part-time secretaries (78.3% of GPs vs. 91.1% of specialists).

Most solo dentists employed one secretary or receptionist on a full- or part-time basis (62.4%) while only 18.3% employed two or more secretaries or receptionists. Among dentists employing secretaries, the average number of secretaries (full- or part-time) per dentist was 1.26. These secretaries had an average of 5.22 years experience in the current practice and 3.65 years prior experience. They were paid an average of $306.81 on a full-time basis

and $8.28 per hour on a full- or part-time basis. Specialists paid a higher average hourly salary than did GPs ($9.25 vs. $8.03).

DENTAL LABORATORY TECHNICIANS

Almost all solo dentists (93.1%) did not employ full- or part-time laboratory technicians; 5.8% employed one technician, and only 1.0% employed two or more technicians. A higher percentage of the specialists employed technicians than did of the general practitioners (19.5% of the specialists and 3.9% of the general practitioners).

Among all solo dentists, the mean number of technicians per dentist was 0.08. Among dentists employing technicians, this average was 1.46 technicians per dentist. The average technician employed by a solo dentist had 6.67 years experience in the current practice and 5.72 years of prior experience. The mean weekly salary paid to a technician on a full-time basis was $379.78. The mean hourly salary on a full- or part-time basis was $10.11.

BOOKKEEPERS AND BUSINESS PERSONNEL

Three quarters of solo dentists (73.5%) did not employ full- or part-time bookkeepers or business personnel. Just under one quarter (24.6%) employed one full- or part-time bookkeeper; only 1.9% employed two or more bookkeepers. Among all dentists, the average number of full- or part-time bookkeepers per dentist was 0.28. Among dentists employing bookkeepers, this average was 1.07 full- or part-time bookkeepers per dentist.

The average bookkeeper had 7.35 years of experience in the current practice and 5.25 years of prior experience. On a full-time basis, the average bookkeeper was paid $356.95 weekly. The average hourly bookkeeper salary on a full-or part-time basis was $11.08.

EMPLOYMENT OPPORTUNITIES IN THE PRIVATE PRACTICE

Almost twenty percent (19.9%) of solo dentists reported open positions for dental hygienists that were filled in 1987, and 6.9% reported open positions that were left unfilled. Similarly, 33.2% of solo dentists had open positions for chairside assistants that were filled in 1987, and only 4.0% had positions that were left unfilled. The mean salary for a hygienist with no prior

experience was $12.76 an hour; for a chairside assistant with no experience, this figure was $6.20 an hour. Among solo dentists having at least one open hygienist position in 1987, the average number of weeks the position was open was 9.46. Among solo dentists with at least one open chairside assistant position, the average number of weeks the position was open was 3.61.

Under one quarter (21.0%) of solo GPs reported that they had at least one open position for a dental hygienist that was filled in 1987, and 7.8% reported at least one position left unfilled. For general practitioners with open hygienist positions, the average number of weeks the position was open was 9.69. Solo GPs would have paid an average of $12.76 an hour as a starting salary for a hygienist with no prior experience.

Among solo specialists, 14.3% reported having open positions for hygienists that were filled in 1987, and only 1.5% reported open positions that were left unfilled. Among those who had open positions, the average number of weeks the position was open was 7.09. A solo specialist would have paid an average starting salary of $12.85 an hour to a hygienist with no prior experience.

Of the solo general practitioners in the sample, 32.8% reported having open positions for chairside assistants that were filled in 1987 and 4.0% reported open positions for assistants that were left unfilled. The solo general practitioners in the sample would have paid an average starting salary of $6.10 an hour to a chairside assistant with no prior experience.

Solo specialists would have paid an average starting salary of $6.62 an hour to an assistant with no prior experience. Among solo specialists, 34.7% reported open positions for chairside assistants that were filled in 1987, and 4.2% reported open assistant positions that were left unfilled. For solo GPs with open assistant positions, the average number of weeks the position was open was 3.49; for solo specialists, this figure was 4.10 weeks.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

SOLO DENTISTS
ALL STAFF

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF EMPLOYEES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO EMPLOYEES	53	5.3	3	1.4	57	4.6
1 EMPLOYEE	115	11.5	13	5.5	128	10.4
2 EMPLOYEES	178	17.8	37	16.2	216	17.6
3 EMPLOYEES	195	19.4	44	18.9	238	19.3
4 EMPLOYEES	184	18.4	34	14.8	218	17.7
5 EMPLOYEES	131	13.1	35	15.1	166	13.5
6 EMPLOYEES	71	7.1	25	11.0	96	7.8
7 OR MORE EMPLOYEES	73	7.3	40	17.2	112	9.1
ALL	1000	100.0	231	100.0	1231	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

SOLO DENTISTS
_ ALL STAFF

PERCENT OF DENTISTS EMPLOYING FULL-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME EMPLOYEES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO EMPLOYEES	146	14.6	19	8.2	166	13.4
1 EMPLOYEE	185	18.4	33	14.4	218	17.7
2 EMPLOYEES	309	30.8	55	23.6	364	29.4
3 EMPLOYEES	195	19.4	52	22.6	247	20.0
4 EMPLOYEES	96	9.6	25	10.6	121	9.8
5 EMPLOYEES	48	4.8	24	10.3	72	5.8
6 EMPLOYEES	17	1.7	11	4.8	28	2.3
7 OR MORE EMPLOYEES	7	0.7	13	_5.5	20	1.6
ALL	1004	100.0	232	100.0	1236	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

SOLO DENTISTS
ALL STAFF

PERCENT OF DENTISTS EMPLOYING PART-TIME PERSONNEL

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
PART-TIME EMPLOYEES						
NO EMPLOYEES	385	38.4	86	37.1	471	38.1
1 EMPLOYEE	267	26.7	56	24.1	323	26.2
2 EMPLOYEES	180	17.9	42	18.2	222	18.0
3 EMPLOYEES	98	9.8	22	9.6	121	9.8
4 EMPLOYEES	33	3.3	15	6.5	48	3.9
5 EMPLOYEES	25	2.5	7	3.1	32	2.6
6 EMPLOYEES	11	1.1	2	1.0	13	1.1
7 OR MORE EMPLOYEES	4	0.4	1	0.3	5	0.4
ALL	1002	100.0	231	100.0	1234	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

SOLO DENTISTS
ALL STAFF

MEAN PERSONNEL PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
FULL- OR PART-TIME PERSONNEL PER DENTIST	3.44	936	4.35	291	3.61	1227
FULL-TIME PERSONNEL PER DENTIST	2.17	939	2.96	292	2.32	1231
PART-TIME PERSONNEL PER DENTIST	1.27	938	1.40	291	1.29	1229

MEAN PERSONNEL PER DENTIST AMONG DENTISTS WITH EMPLOYEES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
FULL- OR PART-TIME PERSONNEL PER DENTIST	3.63	886	4.41	287	3.78	1173
FULL-TIME PERSONNEL PER DENTIST	2.54	802	3.22	268	2.67	1070
PART-TIME PERSONNEL PER DENTIST	2.06	578	2.22	183	2.09	761

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	435	43.2	181	77.5	616	49.6
1 HYGIENIST	377	37.5	25	10.9	403	32.5
2 HYGIENISTS	153	15.2	18	7.8	171	13.8
3 OR MORE HYGIENISTS	42	4.1	9	3.8	50	4.1
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	709	70.4	197	84.6	906	73.1
1 HYGIENIST	274	27.2	24	10.2	297	24.0
2 HYGIENISTS	22	2.2	10	4.4	33	2.6
3 OR MORE HYGIENISTS	2	0.2	2	0.7	4	0.3
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME HYGIENISTS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO HYGIENISTS	660	65.6	207	88.7	867	70.0
1 HYGIENIST	236	23.5	17	7.2	253	20.4
2 HYGIENISTS	78	7.7	6	2.4	84	6.7
3 OR MORE HYGIENISTS	32	3.2	4	1.7	36	2.9
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

MEAN HYGIENISTS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME HYGIENISTS PER DENTIST	0.81	942	0.39	293	0.73	1235
FULL-TIME HYGIENISTS PER DENTIST	0.32	942	0.21	293	0.30	1235
PART-TIME HYGIENISTS PER DENTIST	0.49	942	0.17	293	0.43	1235

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN HYGIENIST PER DENTIST AMONG DENTISTS EMPLOYING HYGIENISTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME HYGIENISTS PER DENTIST	1.43	535	1.71	66	1.46	601
FULL-TIME HYGIENISTS PER DENTIST	1.09	279	1.38	45	1.12	324
PART-TIME HYGIENISTS PER DENTIST	1.43	324	1.55	33	1.44	357

MEAN NUMBER OF PATIENTS TREATED BY HYGIENIST PER WEEK

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	PATIENTS TREATED PER WEEK		PATIENTS TREATED PER WEEK		PATIENTS TREATED PER WEEK	
	MEAN	N	MEAN	N	MEAN	N
TOTAL DENTISTS						
1 DENTIST	33.1	517	42.0	53	33.7	570
ALL - WEIGHTED	33.1	517	42.0	53	33.7	570

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

HYGIENIST MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	4.84	641	5.57	74	4.90	715
PRIOR EXPERIENCE	5.37	622	3.98	69	5.26	691

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY HYGIENIST SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY HYGIENIST SALARY		WEEKLY HYGIENIST SALARY		WEEKLY HYGIENIST SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	461.35	203	448.78	30	460.11	233
ALL - WEIGHTED	461.35	203	448.78	30	460.11	233

MEAN HOURLY HYGIENIST SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY HYGIENIST SALARY		HOURLY HYGIENIST SALARY		HOURLY HYGIENIST SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	14.48	592	14.75	68	14.50	660
ALL - WEIGHTED	14.48	592	14.75	68	14.50	660

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

EMPLOYMENT OF DENTAL PRACTICE PERSONNEL

SOLO DENTISTS
CHAIRSIDE ASSISTANTS

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF ASSISTANTS						
NO ASSISTANTS	122	12.1	17	7.5	139	11.2
1 ASSISTANT	503	50.0	65	28.0	569	45.9
2 ASSISTANTS	296	29.4	70	30.0	366	29.5
3 OR MORE ASSISTANTS	85	8.5	80	34.5	166	13.4
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FULL-TIME ASSISTANTS						
NO ASSISTANTS	237	23.6	43	18.4	280	22.6
1 ASSISTANT	575	57.1	87	37.2	662	53.4
2 ASSISTANTS	176	17.5	64	27.3	240	19.4
3 OR MORE ASSISTANTS	18	1.8	40	17.1	58	4.7
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
PART-TIME ASSISTANTS						
NO ASSISTANTS	730	72.5	147	63.1	877	70.7
1 ASSISTANT	197	19.5	45	19.5	242	19.5
2 ASSISTANTS	58	5.7	28	11.9	86	6.9
3 OR MORE ASSISTANTS	22	2.2	13	5.5	35	2.8
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

MEAN CHAIRSIDE ASSISTANTS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME ASSISTANTS PER DENTIST	1.36	942	2.13	293	1.50	1235
FULL-TIME ASSISTANTS PER DENTIST	0.98	942	1.52	293	1.08	1235
PART-TIME ASSISTANTS PER DENTIST	0.38	942	0.62	293	0.42	1235

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN CHAIRSIDE ASSISTANTS PER DENTIST AMONG DENTISTS EMPLOYING ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME ASSISTANTS PER DENTIST	1.43	535	1.71	66	1.46	601
FULL-TIME ASSISTANTS PER DENTIST	1.09	279	1.38	45	1.12	324
PART-TIME ASSISTANTS PER DENTIST	1.43	324	1.55	33	1.44	357

NUMBER OF FORMALLY TRAINED ASSISTANTS AMONG DENTISTS EMPLOYING ASSISTANTS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF FORMALLY TRAINED ASSISTANTS (FULL- OR PART-TIME)						
NONE	44	33.9	21	40.6	64	35.8
ONE	29	22.3	2	4.7	31	17.3
TWO	36	28.1	14	26.6	50	27.7
THREE	17	13.2	10	20.3	27	15.2
FOUR OR MORE	3	2.5	4	7.8	8	4.0
ALL - WEIGHTED	129	100.0	51	100.0	180	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

ASSISTANT MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	4.53	1075	4.67	438	4.56	1513
PRIOR EXPERIENCE	2.93	1046	2.87	405	2.91	1451

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY ASSISTANT SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY ASSISTANT SALARY		WEEKLY ASSISTANT SALARY		WEEKLY ASSISTANT SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	274.74	751	311.56	298	283.13	1049
ALL - WEIGHTED	274.74	751	311.56	298	283.13	1049

MEAN HOURLY ASSISTANT SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY ASSISTANT SALARY		HOURLY ASSISTANT SALARY		HOURLY ASSISTANT SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	7.39	1057	8.75	451	7.72	1508
ALL - WEIGHTED	7.39	1057	8.75	451	7.72	1508

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
NUMBER OF SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	218	21.7	21	8.9	239	19.3
1 SECRETARY	621	61.8	150	64.7	771	62.4
2 SECRETARIES	150	14.9	51	21.9	201	16.2
3 OR MORE SECRETARIES	16	1.6	10	4.5	26	2.1
ALL - WEIGHTED	1005	100.0	232	100.0	1237	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
FULL-TIME SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	310	30.8	52	22.5	362	29.2
1 SECRETARY	641	63.7	155	66.6	796	64.2
2 SECRETARIES	55	5.4	20	8.5	74	6.0
3 OR MORE SECRETARIES	1	0.1	6	2.4	7	0.5
ALL - WEIGHTED	1007	100.0	233	100.0	1240	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME SECRETARIES	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO SECRETARIES	829	82.6	169	72.6	998	80.7
1 SECRETARY	138	13.7	52	22.6	190	15.4
2 SECRETARIES	34	3.4	11	4.8	45	3.7
3 OR MORE SECRETARIES	3	0.3	0	0.0	3	0.3
ALL - WEIGHTED	1005	100.0	232	100.0	1237	100.0

MEAN SECRETARIES PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME SECRETARIES PER DENTIST	0.96	940	1.23	292	1.01	1232
FULL-TIME SECRETARIES PER DENTIST	0.75	942	0.91	293	0.78	1235
PART-TIME SECRETARIES PER DENTIST	0.21	940	0.32	292	0.23	1232

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN SECRETARY PER DENTIST AMONG DENTISTS EMPLOYING SECRETARIES

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME SECRETARIES PER DENTIST	1.23	736	1.35	266	1.26	1002
FULL-TIME SECRETARIES PER DENTIST	1.08	651	1.17	226	1.10	877
PART-TIME SECRETARIES PER DENTIST	1.23	164	1.17	80	1.22	244

SECRETARY MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	5.19	717	5.33	243	5.22	960
PRIOR EXPERIENCE	3.66	696	3.63	233	3.65	929

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY SECRETARY SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY SECRETARY SALARY		WEEKLY SECRETARY SALARY		WEEKLY SECRETARY SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	297.71	538	345.52	170	306.81	708
ALL - WEIGHTED	297.71	538	345.52	170	306.81	708

MEAN HOURLY SECRETARY SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY SECRETARY SALARY		HOURLY SECRETARY SALARY		HOURLY SECRETARY SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	8.03	714	9.25	249	8.28	963
ALL - WEIGHTED	8.03	714	9.25	249	8.28	963

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FULL- OR PART-TIME TECHNICIANS						
NO TECHNICIANS	967	96.1	187	80.5	1154	93.1
1 TECHNICIAN	36	3.6	36	15.4	72	5.8
2 OR MORE TECHNICIANS	3	0.3	10	4.1	13	1.0
ALL - WEIGHTED	1007	100.0	232	100.0	1239	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FULL-TIME TECHNICIANS						
NO TECHNICIANS	980	97.3	206	88.7	1186	95.7
1 TECHNICIAN	26	2.5	25	10.6	50	4.1
2 OR MORE TECHNICIANS	1	0.1	2	0.7	3	0.2
ALL - WEIGHTED	1007	100.0	232	100.0	1239	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME TECHNICIANS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO TECHNICIANS	992	98.5	208	89.7	1200	96.9
1 TECHNICIAN	14	1.4	21	8.9	35	2.8
2 OR MORE TECHNICIANS	1	0.1	3	1.4	4	0.3
ALL - WEIGHTED	1007	100.0	232	100.0	1239	100.0

MEAN TECHNICIANS PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME TECHS PER DENTIST	0.04	942	0.24	292	0.08	1234
FULL-TIME TECHNICIANS PER DENTIST	0.03	942	0.12	292	0.04	1234
PART-TIME TECHNICIANS PER DENTIST	0.02	942	0.12	292	0.03	1234

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN TECHNICIANS PER DENTIST AMONG DENTISTS EMPLOYING TECHNICIANS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME TECHS PER DENTIST	1.43	535	1.71	66	1.46	601
FULL-TIME TECHNICIANS PER DENTIST	1.09	279	1.38	45	1.12	324
PART-TIME TECHNICIANS PER DENTIST	1.43	324	1.55	33	1.44	357

TECHNICIAN MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	7.23	20	6.33	45	6.67	65
PRIOR EXPERIENCE	9.55	17	3.58	41	5.72	58

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN TECHNICIAN SALARY

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
WEEKLY FULL-TIME	—	12	—	26	379.78	38
HOURLY FULL- OR PART-TIME	—	18	9.14	41	10.11	59

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING FULL- OR PART-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NUMBER OF BOOKKEEPERS						
NO BOOKKEEPERS	753	75.2	154	66.4	908	73.5
1 BOOKKEEPER	234	23.3	70	30.1	304	24.6
2 OR MORE BOOKKEEPERS	15	1.5	8	3.4	23	1.9
ALL - WEIGHTED	1002	100.0	232	100.0	1235	100.0

PERCENT OF DENTISTS EMPLOYING FULL-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FULL-TIME BOOKKEEPERS						
NO BOOKKEEPERS	911	90.7	189	81.2	1099	88.9
1 BOOKKEEPER	90	8.9	41	17.8	131	10.6
2 OR MORE BOOKKEEPERS	3	0.3	2	1.0	6	0.5
ALL - WEIGHTED	1004	100.0	232	100.0	1236	100.0

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

PERCENT OF DENTISTS EMPLOYING PART-TIME BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL	
	WEIGHTED		WEIGHTED		WEIGHTED	
PART-TIME BOOKKEEPERS	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
NO BOOKKEEPERS	838	83.4	196	84.2	1034	83.6
1 BOOKKEEPER	162	16.2	33	14.4	196	15.8
2 OR MORE BOOKKEEPERS	4	0.4	3	1.4	7	0.6
ALL - WEIGHTED	1005	100.0	232	100.0	1237	100.0

MEAN BOOKKEEPER PER DENTIST

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME BOOKKEEPERS PER DENTIST	0.26	938	0.37	292	0.28	1230
FULL-TIME BOOKKEEPERS PER DENTIST	0.10	939	0.20	292	0.12	1231
PART-TIME BOOKKEEPERS PER DENTIST	0.17	940	0.17	292	0.17	1232

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN BOOKKEEPER PER DENTIST AMONG DENTISTS EMPLOYING BOOKKEEPERS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
FULL- OR PART-TIME BOOKKEEPERS PER DENTIST	1.06	233	1.10	98	1.07	331
FULL-TIME BOOKKEEPERS PER DENTIST	1.03	87	1.05	55	1.04	142
PART-TIME BOOKKEEPERS PER DENTIST	1.02	154	1.09	46	1.03	200

BOOKKEEPER MEAN LENGTH OF EMPLOYMENT (IN YEARS)

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	MEAN	N	MEAN	N	MEAN	N
LENGTH OF EMPLOYMENT IN THIS PRACTICE	7.61	151	6.59	67	7.35	218
PRIOR EXPERIENCE	5.36	146	4.85	54	5.25	200

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

MEAN WEEKLY BOOKKEEPER SALARY ON A FULL-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	WEEKLY BOOKKEEPER SALARY		WEEKLY BOOKKEEPER SALARY		WEEKLY BOOKKEEPER SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	336.59	59	403.06	35	356.95	94
ALL - WEIGHTED	336.59	59	403.06	35	356.95	94

MEAN HOURLY BOOKKEEPER SALARY ON A FULL- OR PART-TIME BASIS

	TYPE OF DENTIST					
	GENERAL PRACTITIONER		SPECIALIST		ALL - WEIGHTED	
	HOURLY BOOKKEEPER SALARY		HOURLY BOOKKEEPER SALARY		HOURLY BOOKKEEPER SALARY	
	MEAN	NUMBER	MEAN	NUMBER	MEAN	NUMBER
NUMBER OF DENTISTS						
ONE DENTIST	10.90	144	11.57	70	11.08	214
ALL - WEIGHTED	10.90	144	11.57	70	11.08	214

SOURCE: AMERICAN DENTAL ASSOCIATION, 1988 SURVEY OF DENTAL PRACTICE.

SURVEY METHODOLOGY

The 1988 Survey of Dental Practice (SDP) was an updated version of the long-form 1985 SDP. This survey was sent to 4% of the dentists who were known to be actively engaged in the private practice of dentistry. The purpose of the survey is to provide reliable information on characteristics of the private practice of dentistry in the United States.

Sampling

The population consisted of 133,823 dentists who, based on the 1982 Distribution of Dentists, were known to be in private practice, even if only part-time.

The Distribution of Dentists is a dental census that is conducted periodically by the Bureau of Economic and Behavioral Research of the American Dental Association. Although the 1982 distribution was the most recent complete census at the time the sample was drawn, the sampling frame is updated periodically by adding information about recent graduations, retirements, and deaths when available. Dentists with an unknown practice type were included in the sampling frame.

The sample was ordered by type of practice (general practitioner or specialist). Within each type, the sample was sorted by dental school and graduation year. A random sample from each type of practice was selected. Since specialists comprise a small percentage of the dental population, it was necessary to oversample them to ensure adequate numbers for statistical analysis (i.e., the proportion of specialists sampled is higher than the actual percentage of specialists in the population). It should be noted that the sample was drawn in such a way as to make statements about general practitioners and specialists as a whole. For any given specialty, there may not have been enough dentists responding to make reliable statements about that individual specialty.

Data Collection

The 1988 SDP was initially mailed in April 1988. Two follow-up mailings to non-respondents occurred in May and June 1988. A telephone follow-up to non-respondents was conducted in July and August 1988. Coding, hand-editing, and computer processing were completed in October 1988. The final response rate was computed after the individuals who were either retired, disabled, deceased, not in private practice, or had unknown addresses were eliminated from the sample. The adjusted sample size was used to calculate the final response rate of 43.1%.

Weighting the Sample

Since the proportion of specialists in the sample is higher than the actual percentage in the dental population, it is necessary to account for this imbalance when making statements about the total dental population. This correction is accomplished by developing and applying a weighting factor to each sampled dentist.

Weights were calculated for general practitioners and specialists separately, by dividing the percentage of each in the population by the percentage in the sample. The proportion of general practitioners in the population is 80%, specialists, 20%. The percentage of general practitioners in the sample is 74.9%, of specialists, 25.1%.

The weights were computed as follows:

General Practitioner	.80/.749 = 1.068731
Specialist	.20/.251 = 0.795392

These weights were employed in the calculations of means and medians for cases in which general practitioners and specialists were combined (i.e., when statements were made about "all" solo or "all" independent dentists). The weights were also used when percentages of dentists in various categories were computed. In these cases, the totals as well as the percentages are weighted, making the totals smaller or larger than those for the actual sample.

DEFINITIONS

Definitions of several terms and phrases are provided in this section to assist with the interpretation of data contained in the tables in this and other reports. In general, the dentists included in this report were working in private practice as a primary occupation. In addition, all dentists had started in their current (i.e., 1987) practice prior to 1987.

All Dentists: This group of dentists contains all dentists responding to the survey, including those who are employed by a dentist or dental practice, rather than owning or sharing in the ownership of a practice.

Dental Practice Personnel (All Staff): This group includes dental hygienists, chairside assistants, dental laboratory technicians, secretary/receptionists, bookkeepers and business personnel. Dentists employed by the practice are **NOT** included.

Full-Time and Part-Time: For purposes of this report, full-time was defined as working in the practice at least 32 hours per week. Part-time was defined as working in the practice less than 32 hours per week.

Hourly Salary: The hourly salary reported is computed by dividing the weekly salary by the number of hours worked.

Independent Dentists: An independent dentist owns or shares in the ownership of a dental practice. This ownership status includes sole proprietors, partners, and those who are shareholders in an incorporated practice.

Mean: The mean is the simple average of values reported by the dentists responding to the survey. The mean is calculated by summing the values reported and then dividing the sum by the number of dentists responding to the question.

Mean Per Year: The mean per year is the average value reported for a year's period of time (e.g., mean number of appointments per year). The per year figures were determined by multiplying the per week values by the number of weeks worked that year.

Nonowner Dentists (Employed): A nonowner dentist may be employed in an incorporated or unincorporated dental practice on a salary, commission, percentage, or associate basis. A nonowner dentist may be an independent contractor, but he may not be a shareholder in an incorporated practice.

Nonsolo Dentists: Nonsolo dentists work in a dental practice with at least one other dentist. Some of these dentists may be employed by the owner dentists in the practice.

No-Shows: The total of patient no-shows is defined as the difference between the number of appointments scheduled and the number of scheduled visits treated. It was assumed that the number of scheduled visits treated was equal to or less than the number of appointments scheduled.

Regions: The following is a breakdown of the states in each region.

New England: CT, MA, ME, NH, RI, VT
Middle Atlantic: NJ, NY, PA
East North Central: IL, IN, MI, OH, WI
West North Central: IA, KS, MN, MO, ND, NE, SD
South Atlantic: DE, MD, DC, FL, GA, NC, SC, VA, WV
East South Central: AL, KY, MS, TN
West South Central: AR, LA, OK, TX
Mountain: AZ, CO, ID, MT, NV, NM, UT, WY
Pacific: AK, CA, HI, OR, WA

Scheduled Visits Treated: Scheduled appointments that were kept by the patients.

Solo Dentists: A solo dentist is the sole owner of the practice and is the only dentist working in the practice. The dentist may be either a sole proprietor or the sole shareholder in an incorporated practice. Solo dentists are a subset of independent dentists.

Total Patient Visits: Total patients visits is the sum of walk-in visits, emergency visits, and scheduled visits that were treated (i.e., excluding no-shows).

Weighting: Since specialists comprise a smaller percentage of the dental population, it was necessary to oversample them to insure adequate numbers for statistical analysis. The proportion of specialists in the sample is higher than the actual proportion of specialists in the total population of dentists. Please note that individual specialties were not oversampled, and, therefore, only statistics on specialists as a group are presented. Statistics computed for all dentists were weighted to reflect national proportions.

ADA American Dental Association
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1988 Survey of Dental Practice

Please answer all questions by **circling** the number corresponding to the most appropriate response except where a fill in the blank is requested.

1 Which of the following best describes your **primary and/or secondary occupation(s)** during 1987? (Please circle one response for **each** column.)

		Primary Occupation	Secondary Occupation
a	Private practice (full- or part-time)	00	00
b	Dental school faculty, staff member	01	01
c	Armed Forces	02	02
d	Other federal services (e.g., VA, PHS)	03	03
e	State or local government employed	04	04
f	Hospital staff dentist	05	05
g	Intern/resident	06	06
h	Other student	07	07
i	Other health/dental organization staff member (e.g., NIDR)	08	08
j	Not in practice	09	09
k	Retired	10	10
l	Occupation unrelated to dentistry	11	11
m	**No secondary occupation**	—	12

Please complete the remainder of this questionnaire if you were in **private practice** during any part of 1987. If you were **not involved** in the **private practice** of dentistry during **any part** of 1987, please return the questionnaire. Thank you.

Individual Dentist Questions

The following questions pertain to you as an individual private practitioner. If you changed practices (i.e., worked in more than one **primary practice** during 1987), please give information on the practice in which you treated patients for the greatest number of months.

2a Were you **announcing yourself and practicing** as a specialist in an ADA recognized specialty area (dental public health, endodontics, oral and maxillofacial surgery, oral pathology, orthodontics, pediatric dentistry, periodontics, or prosthodontics) in your **primary practice** in 1987?

Yes 1
No (Skip to question 3.) 2

b Which **one** of the following specialties are you actively practicing?

Oral and maxillofacial surgery 10
Endodontics 15
Orthodontics 20
Pediatric dentistry 30
Periodontics 40
Prosthodontics 50
Oral pathology 60
Public health 82

3 In what year did you **first** become associated with the **primary practice** where you practiced during 1987? 19 ____

4 Which **one** of the following **best** describes your employment status when you **first** became associated with that practice?

a Sole proprietor (i.e., the only owner) in an unincorporated dental practice 1
b Partner in a complete or limited partnership 2
c Shareholder in an incorporated dental practice 3
d Employed in an incorporated dental practice on a salary, commission, percentage, or associate basis but not a shareholder 4
e Employed in an unincorporated dental practice on a salary, commission, percentage, or associate basis 5
f Independent contractor 6
g Other, please specify ____

5 Which **one** of the following **best** describes your employment status in that practice during 1987?

a Sole proprietor (i.e., the only owner) in an unincorporated dental practice 1
b Partner in a complete or limited partnership 2
c Shareholder in an incorporated dental practice 3
d Employed in an incorporated dental practice on a salary, commission, percentage, or associate basis but not a shareholder 4
e Employed in an unincorporated dental practice on a salary, commission, percentage, or associate basis 5
f Independent contractor 6
g Other, please specify ____

6 Please answer the following about the time **you personally** spent in your primary practice during 1987.

a Total number of weeks worked (excluding vacation) ____ weeks

b Total number of **hours per week** spent in the practice ____ hours per week

c Number of hours per week spent **treating patients** in the practice ____ hours per week

d Estimate the average scheduled length of an appointment in 1987 ____ minutes

e During a typical week, what percentage of your **time treating patients** in the **primary practice** was devoted to each of the following procedures? (If none, enter zero.)

	Percentage of Time Per Week
Diagnostic (exams, x-rays, etc.)	____ %
Preventive (fluoride treatments, prophylaxis, patient education, pit and fissure sealants, etc.)	____ %
Operative (restoration, amalgams, inlays, etc.)	____ %
Prosthodontic	____ %
Endodontic	____ %
Periodontic	____ %
Orthodontic	____ %
Oral and maxillofacial surgery	____ %
General services (anesthesia, patient management, counseling, miscellaneous)	____ %
Total	**100%**

7 The following represent possible contractual agreements with third parties. Indicate if **any** apply to you in your practice by estimating the percentage of patients involved in each. Enter a zero if the category does not apply.

	Percentage of Patients
a Service benefit plan participating agreement (e.g., Delta Dental Plan or Blue Cross and Blue Shield with participating agreement)	_____ %
b Capitation (e.g., Prudential DMO, Safeguard Health Plans, CIGNA Dental Health)	_____ %
c Fee schedule agreement (e.g., agreement with any insurance company that is contracting with Insurance Dentists of America)	_____ %
d Straight risk pool (e.g., Individual Practice Association Program)	_____ %
e Capitation-risk pool combination (e.g., Delta Dental Pacesetter Program)	_____ %
f Discount of usual fees agreement (e.g., Aetna Fast Track Program)	_____ %
g Other contractual agreement	_____ %

8 During the entire year of 1987, indicate the **total** number of **patients you treated** in the **primary practice.** (This number should be different than the total number of appointments below.)

_____ total patients

9 Please indicate the following regarding patient care that **you personally** provided in the **primary practice** during 1987.

The average number of:

a **Appointments scheduled** per week (**excluding** those with hygienist appointments only)

_____ appointments per week

b **Walk-in visits** per week that **you** treated (i.e., non-emergency and no appointment scheduled) (if none, enter zero)

_____ visits per week

c **Emergency visits** per week that **you** treated (i.e., no appointments scheduled) (if none, enter zero)

_____ visits per week

d **Scheduled visits** per week that **you actually** treated (**excluding** those with hygienist appointments only)

_____ visits per week

10 During a typical week, approximately what percentage of your time treating patients in your **primary practice** was devoted to implant services? (If none, enter zero)

_____ %

11 Which **one** of the following best describes **you** in your **primary practice** during 1987?

	Busyness
a Too busy to treat all people requesting appointments	1
b Provided care to all who requested appointments but was overworked	2
c Provided care to all who requested appointments and was not overworked	3
d Not busy enough, could have treated more patients	4

Entire Primary Practice Characteristics

12 What was the zip code of your **primary practice** during 1987?

_____ zip code

13 **Including yourself,** please indicate the number of full- or part-time **dentist positions** in the **entire primary practice** during 1987. (If none, enter zero.)

	Number of Dentist Positions
a Number of **owner** dentists (i.e., sole proprietor, partners, or shareholders)	_____
b Number of **non-owner** dentists (i.e., employed dentists, associates and non-shareholders) If none, enter zero	_____

14 **Including yourself,** please indicate the number of full- and part-time **dentist positions** in each of the following practice areas in the **primary practice** during 1987.

	Number of Dentist Positions	
	full-time	**part-time**
a General practice	_____	_____
b Oral and maxillofacial surgery	_____	_____
c Endodontics	_____	_____
d Orthodontics	_____	_____
e Pediatric dentistry	_____	_____
f Periodontics	_____	_____
g Prosthodontics	_____	_____
h Oral pathology	_____	_____
i Public health	_____	_____
j Other, please specify _____	_____	_____

15 Please indicate the number of full-time (32 hours per week or more) and part-time (less than 32 hours per week) **employee positions** in the **primary practice** during 1987. (If none, enter zero.)

	Number of Employee Positions	
	full-time	**part-time**
a Dental hygienist(s)	_____	_____
b Chairside assistant(s)	_____	_____
c Secretary/receptionist(s)*	_____	_____
d Dental laboratory technician(s)	_____	_____
e Bookkeeper, business personnel	_____	_____
f Other, please specify _____	_____	_____

***Note:** A secretary or receptionist who also provides chairside assistance at least 50% of the time should be counted as a chairside assistant.

16 For the **entire primary practice,** indicate the number of chairside assistants (full- and part-time) employed in 1987 who received formal training in a structured program.

a Full-time _____
b Part-time _____

17 Please provide the following regarding all dental hygienist(s) appointments and visits in the **entire primary practice** during 1987. (If no hygienists were employed, skip to question 19.)

The average number of:	**Dental Hygienist(s)**
a **Appointments scheduled** per week primarily for hygienist(s) treatment	_____ appointments per week
b **Scheduled visits** per week that were actually treated by all hygienist(s)	_____ visits per week

18 Please provide the following for **each dental hygienist** in the **entire primary practice** during 1987. If the practice did not employ someone in these positions, please check the appropriate box.

	Not Applicable (Please check box.)	Annual Salary/ Commission (in dollars) per year	Weeks Worked per Year weeks	Hours Worked per Week hours	Length of Experience Prior to Employment in this Practice years	Length of Experience Prior to Employment in this Practice months	Length of Employment in this Practice years	Length of Employment in this Practice months
Dental Hygienist(s):								
Position #1	☐	$						
Position #2	☐	$						
Position #3	☐	$						
Position #4	☐	$						

19 Please provide the following for **each employee** in the **entire primary practice** during 1987. If the practice did not employ someone in these positions, please check the appropriate box.

	Not Applicable (Please check box.)	Weekly Salary (in dollars) per week	Hours Worked per Week hours	Length of Experience Prior to Employment in this Practice years	Length of Experience Prior to Employment in this Practice months	Length of Employment in this Practice years	Length of Employment in this Practice months
Chairside Assistant(s):							
Position #1	☐	$					
Position #2	☐	$					
Position #3	☐	$					
Position #4	☐	$					
Position #5	☐	$					
Secretary/Receptionist(s):							
Position #1	☐	$					
Position #2	☐	$					
Position #3	☐	$					
Dental Laboratory Technician(s):							
Position #1	☐	$					
Position #2	☐	$					
Bookkeeping/Business Personnel:							
Position #1	☐	$					
Position #2	☐	$					

Please use the following space to provide information for **all personnel not included above in questions 18 and 19.**

	$					
	$					
	$					
	$ per week	hours	years	months	years	months

20 For the **entire primary practice** in 1987, please indicate the following regarding the employment of auxiliary staff. (If none, enter zero.)

	Dental Hygienists	Chairside Assistants
a Number of open positions filled in 1987	_____	_____
unfilled in 1987	_____	_____
b Average number of weeks position(s) was open	_____	_____

21 What is the estimated starting salary in your **primary practice** for the following auxiliary positions with no prior experience?

	Starting Salary
a Dental hygienist	$ _____ /hour
b Chairside assistant	$ _____ /hour

22 In the **primary practice** during 1987, indicate whether or not and to whom the following benefits were offered. (If the practice did not offer the benefit, please check the appropriate box.)

	Not Offered	Dental Hygienist(s)	Chairside Assistant(s)	Dental Laboratory Technician(s)	Secretary/ Receptionist(s)
a Medical insurance	☐	1	2	3	4
b Dental insurance (or reduced costs)	☐	1	2	3	4
c Separate malpractice insurance	☐	1	2	3	4
d Life insurance	☐	1	2	3	4
e Profit sharing	☐	1	2	3	4
f Pension plan	☐	1	2	3	4
g Paid sick leave	☐	1	2	3	4
h Paid vacation days	☐	1	2	3	4
i Reimbursement for professional organization dues	☐	1	2	3	4
j Reimbursement for continuing education courses	☐	1	2	3	4
k Incentive program:					
percent of total production	☐	1	2	3	4
percent of production above certain limits	☐	1	2	3	4
set bonus if budgeted goals are met	☐	1	2	3	4
l Other, please specify _____	☐	1	2	3	4

23 Which of the following personnel in your **primary practice** use gloves, mask, protective eyewear or gowns when working with all or selected patients?

	Gloves			Mask			Protective Eyewear			Protective Gowns		
	all	some patients	none	all	some patients	none	all	some patients	none	all	some patients	none
a Dentist (self)	1	2	3	1	2	3	1	2	3	1	2	3
b Dental hygienist(s)	1	2	3	1	2	3	1	2	3	1	2	3
c Chairside assistant(s)	1	2	3	1	2	3	1	2	3	1	2	3
d Other, please specify _____	1	2	3	1	2	3	1	2	3	1	2	3

24 Approximately how long have **you personally** used the following barrier techniques?

	Number of Years	Number of Months	Do not use (Check box.)
a Gloves	_____	_____	☐
b Mask	_____	_____	☐
c Protective eyewear	_____	_____	☐
d Protective gowns	_____	_____	☐

25 If **you** wear gloves, do you change them after every patient?

Yes	1
No	2
Not applicable	3

26a. Did the **primary practice** utilize computer processing services during 1987?

Yes	1
No (Skip to question 27.)	2

b. Were these computer services provided by an

In-house computer?	1
Outside computer service? (Skip to question 26d.)	2
Other, please specify _____	

c. Who was the primary user of the computer system?

Dentist(s)	1
Secretary/receptionist(s)	2
Bookkeeping/business personnel	3
Other, please specify _____	

d. For which of the following functions was a computer utilized? (Please circle as many as apply.)

Patient accounting and billing	1
Maintaining expense records	2
Processing insurance forms	3
Maintaining treatment records	4
Diagnosis and monitoring of treatment	5
Scheduling patients	6
Office newsletters	7
Form letters	8
Other, please specify _____	

e. Which of the following was most important in your choice of a computer?

Price	1
Service/support	2
Training	3
Hardware	4
Software	5
Other, please specify _____	

f. How were you introduced to your computer?

Advertisement	1
Trade show	2
Mailing	3
Telephone call	4
Other, please specify _____	

g. If given the opportunity, would you purchase the same computer system again?

Yes	1
No	2

h. Is your computer

Single user?	1
Multi user?	2

i. If given the opportunity to purchase another computer system, which of the following would be most important to you?

Price	1
Service/support	2
Training	3
Hardware	4
Software	5
Other, please specify _____	

27. In the **entire primary practice** during 1987

a. What was the total number of operatories? _____ operatories

b. How many of these were fully-equipped operatories (i.e., where a dentist can perform at least restorative dentistry)? _____ operatories

c. What was the total square feet of office space? _____ square feet

28. Did the **primary practice** operate its own dental laboratory during 1987?

Yes	1
No	2

29. Were any of the following items of equipment utilized by the **primary practice** during 1987?

	Yes	No
a. Composite light curing unit	1	2
b. High speed air handpiece with fiber optics	1	2
c. Panoramic x-ray unit	1	2
d. Ultrasonic or sonic scaling unit	1	2
e. Electrosurgical unit	1	2
f. Nitrous oxide analgesic equipment	1	2
g. Modular instrument delivery system (wall divider)	1	2
h. Automatic x-ray film processor	1	2
i. Autoclavable handpiece	1	2
j. Scavenger system for nitrous oxide	1	2
k. Intraoral video camera	1	2
l. Laser	1	2
m. Biological indicator (spore test)	1	2

30. Which of the following **best** describes your **primary practice** location during 1987?

a. Metropolitan area with a population greater than 500,000	
central city location	1
suburban location	2
b. Metropolitan area with a population between 100,000 and 500,000	
central city location	3
suburban location	4
c. City of 50,000-99,999 population	5
d. City of 20,000-49,999 population	6
e. Rural (less than 20,000 population)	7

31. Which of the following **best** describes the building where the **primary practice** was located during 1987?

a. Home	1
b. Professional building	2
c. Shopping center	3
d. Other commercial building	4

32. Do either of the following characterize your **primary practice** where you worked in 1987?

	Yes	No
a. Retail or drug store facility	1	2
b. Franchise (practice marketed under a trade name)	1	2

33. a. In 1987, was your **primary practice** located in more than one office?

Yes	1
No (Skip to question 34.)	2

b. If yes, indicate the number of offices associated with your **primary practice** _____

If you were a solo practitioner during 1987, please skip to question 36

34 Please indicate the following regarding patient care by the **entire primary practice** during 1987

The average number of	Entire Practice
a **Appointments scheduled** per week (**excluding** those with hygienist appointments only)	_____ appointments per week
b **Walk-in visits** per week that were treated (i.e., non-emergency and no appointment scheduled) If none, enter zero	_____ visits per week
c **Emergency visits** per week (i.e., no appointment scheduled) If none, enter zero	_____ visits per week
d **Scheduled visits** per week that were **actually** treated (**excluding** those with hygienist appointments only)	_____ visits per week

35 During the entire year of 1987 indicate the **total** number of **patients** treated by the **primary practice.** (This number should be different than your total number of appointments above.) _____ total patients

36 Approximately what percentage of the **entire practice's** yearly patients are received on a referral basis from another practice, dentist or physician? _____ %

37a During a typical month, about how many **new patients** were treated in the **entire primary practice** where you practiced in 1987? (If none, enter zero and skip to question 38.) _____ new patients per month

b For 1987, please indicate the percentage of **new patients** from the following sources. (If none, enter zero.)

	(Entire Practice Sources of New Patients
Other dentists	_____ %
General practitioners	_____ %
Specialists	_____ %
Patients	_____ %
Dental referral service	_____ %
Other professionals (e.g., M.D.'s)	_____ %
Direct mail or commercial advertising (TV, radio, newspaper, etc.)	_____ %
Capitation/closed panel contracts	_____ %
Other, please specify _____	_____ %
Total	**100%**

38 For the **entire primary practice** during 1987, how long did an average patient of record and average new patient have to **wait:**

	Entire Practice Waiting Time	
	patient of record	**new patient**
a For the **initial appointment** of a series (excluding emergency cases)?	_____	_____
b To see a dentist **after** the patient arrived for a **scheduled appointment?**	_____ minutes	_____

39 Of the 52 weeks in 1987, how many weeks was the **primary practice** scheduled to be open (not including emergency cases) to provide care to patients? _____ weeks

40 Approximately what percentage of the patients who visited the primary practice:

	Entire Practice Patient Characteristics
a were:	
14 years of age or younger?	_____ %
15 to 64 years of age?	_____ %
65 years of age or older?	_____ %
Total	**100%**
b were members of families whose annual income is estimated to be:	
under $10,000?	_____ %
$10,000 to 29,999?	_____ %
$30,000 or more?	_____ %
Total	**100%**
c were:	
covered by a private insurance program that pays or partially pays for their dental care?	_____ %
covered by a public assistance program that pays or partially pays for their dental care?	_____ %
not covered by an insurance program?	_____ %
Total	**100%**
d were:	
male?	_____ %
female?	_____ %
Total	**100%**
e were physically handicapped and/or mentally handicapped?	_____ %
f were members of a racial minority?	_____ %

41 Please indicate the percentage of patients who travelled various distances (from work or home) to your **primary practice** office

a Patients close (within walking distance or within 1-10 minute drive or transportation)	_____ %
b Patients within 11-39 minutes drive or transportation	_____ %
c Patients within 40 or more minute drive or transportation	_____ %
Total	**100%**

42 For each of the dental procedures listed below, indicate the usual fee the **entire primary practice** charged during 1987. (If you usually provided the procedure free of charge, enter zero in the appropriate blank. If the procedure is not routinely performed, check the appropriate box.) Please do not report ranges.

		Not Done	Usual Fee
a	Periodic oral examination (excluding radiographs)	☐	$_____
b	Bitewing radiographs, for films	☐	$_____
c	Dental prophylaxis, for adults	☐	$_____
d	Pit and fissure sealant, per tooth	☐	$_____
e	Topical fluoride treatment (including prophylaxis), child	☐	$_____
f	Amalgam restoration, one surface permanent (including polishing)	☐	$_____
g	Fixed unilateral space maintainer restoration	☐	$_____
h	Root canal therapy—molar (includes treatment plan, clinical procedures and follow-up care, excluding final restoration), one canal	☐	$_____
i	Periodontal scaling and root planing—per quadrant	☐	$_____
k	Complete upper acrylic-base denture, including six-months post-delivery care	☐	$_____
l	Extraction (including local anesthesia and post-operative care), single tooth	☐	$_____

43 What was **your** 1987 net income (after practice expenses and business taxes) from: (Please include salary, commission and/or dividends.)

		Net Income
a	Your primary practice?	$_____
b	Your secondary practice (if applicable)?	$_____
c	Other income from dentistry (i.e., teaching, research, other practice, etc.)?	$_____

44 In the **entire primary practice**, what was the total amount of fees charged for the dental care provided during 1987 (annual billing)? $_____

45 What percentage of the **gross receipts** were received (If none, enter zero.)

		Gross Receipts
a	As direct patient payment?	_____%
b	As payment from government programs (e.g., Medicare, Medicaid, or other public insurance)?	_____%
c	As direct payment from private insurance carriers?	_____%
d	From other sources of payment? Please specify _____	_____%
	Total	**100%**

46 During 1987, were any of the expenses of the **entire primary practice** (dental facilities or staff) shared with other dentists?

Yes 1
No 2

If you shared expenses (dental facilities or staff) with any other practices, please report **only your entire primary practice's** share of the expenses.

47 For each item below, what were the **total professional expenses** for the **entire primary practice** during 1987? (If no expenses were incurred for specific items, please enter zero.)

		Expenses
a	Yearly rent	$_____
b	Yearly mortgage (including interest)	$_____
c	Total salaries, wages and commissions of non-dentist employees	$_____
d	Total salaries, wages and commissions of employed dentists (**exclude** salaries of owner dentists or shareholders of incorporated practices)	$_____
e	Total salaries, wages and commissions of officers/shareholder dentists (**for incorporated practices only**)	$_____
f	Employee benefits of personnel, not included in salaries, (e.g., insurance, pensions, etc.)	$_____
g	General office supplies	$_____
h	Dental supplies	$_____
i	Commercial dental laboratory charges	$_____
j	Advertising expenses	$_____
k	Annual depreciation costs of dental and office equipment	$_____
l	Taxes on business and business property	$_____
m	Repairs of dental or office equipment	$_____
n	Insurance related to dental office (liability, fire, etc.)	$_____
o	Legal and professional fees	$_____
p	Professional liability (malpractice insurance)	$_____
q	Interest on business indebtedness (excluding mortgage)	$_____
r	Drugs	$_____
s	Utilities (telephone, electricity, etc.)	$_____
t	Professional expenses (travel to meetings, society dues, etc.)	$_____
u	Bad debts	$_____
v	Other, please specify _____	$_____
w	**Total Professional Expenses**	$_____

Thank you for your assistance in this important research project. Please return this questionnaire by folding and placing tape as indicated. Drop it in the mail, postage is paid.